



DEPARTMENT OF THE NAVY

NAVAL HOSPITAL
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OAK HARBOR, WASHINGTON 98278-8800

20 Jun 2008

COMMANDING OFFICER'S SEXUAL HARASSMENT POLICY

I am personally committed to ensuring that all military and civilian staff are provided a command climate free from sexual harassment. Such a climate is essential to maintaining high morale, discipline and readiness at Naval Hospital Oak Harbor. This command will not tolerate acts of sexual harassment, intimidation, or reprisal. Enforcement of this policy will be accomplished through punitive, disciplinary, or administrative action.

Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors and any sexually oriented verbal or physical conduct that is used to threaten, influence or intimidate. Sexual harassment includes unwelcome or offensive conduct, such as jokes, remarks or gestures of a sexual nature. Sexual harassment affects performance and demeans its victims.

Individuals who believe they have been sexually harassed are encouraged to first use the Navy's informal grievance procedure and address their concerns or objections regarding the incident directly with the person demonstrating the harassing behavior. If the informal grievance procedure is not successful, members should immediately report up the chain of command any circumstance where the objectionable behavior does not stop, the situation is not resolved, the behavior directly with the individual concerned is not reasonable under the circumstances.

Supervisors must set the example by treating all people with respect and dignity, fostering a work environment free of all forms of discrimination, and eliminating sexual harassment. Supervisors must not ignore or condone sexual harassment in any form, and must take appropriate corrective action when conduct is disruptive, provoking, discriminatory, or otherwise unprofessional. I will not tolerate the chain of command failing to take swift appropriate action to curtail such behavior.

For questions or more information on sexual harassment, contact the Command Equal Opportunity Officer, HMC Rebecca McClung at extension 9963, use your chain of command, or refer to SECNAVINST 5300.26C.


J. A. THRALLS